



EXECUTIVE EXCELLENCE COACHING PROGRAMS

High-performing leaders find themselves placed in demanding workplace situations precisely because of their leadership skills. Yet workplace challenges can also impede a leader's ability to reach peak performance. Obstacles can include rapid organizational changes, new or expanded roles, poor team dynamics, or challenging peer relationships.

I design rigorous, sophisticated, and results-oriented coaching programs that allow leaders to realize their full potential and achieve exceptional results. Whether the leader is charged with building a team, executing a new strategy, or taking on a new role, my Executive Excellence programs provide a proven delivery protocol that assimilates new leadership skills to create value for the organization.

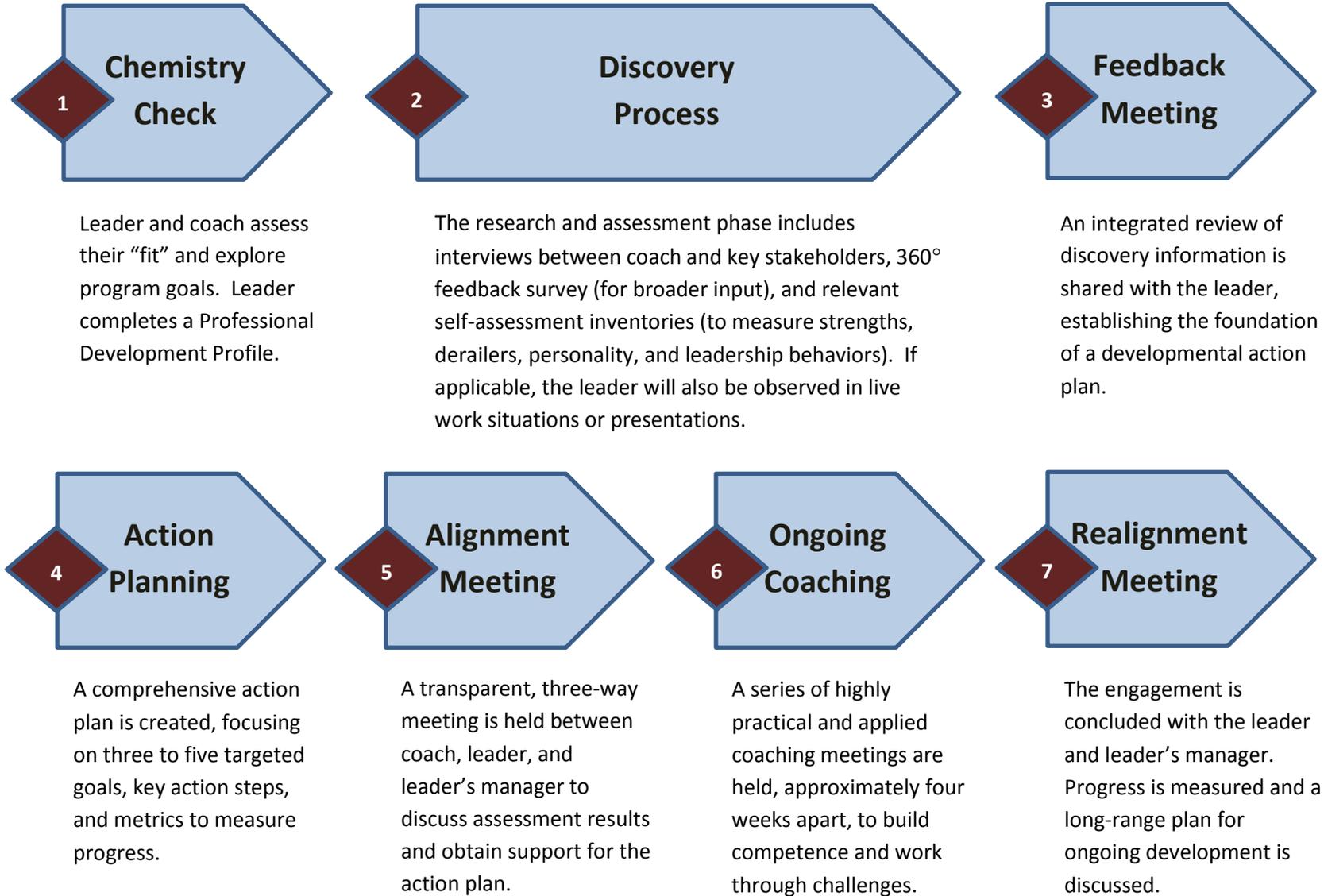
I am an active leadership consultant who has engaged with over 100 clients from more than 30 companies. I specialize in positive leadership strategies, strengths-based leadership, and transformational leadership models. My unique background as an educator, consultant, and coach helps connect leadership potential to peak performance.

I have expertise in a variety of leadership models and assessment tools. My formal education is in the behavioral sciences, receiving my Ph.D. in Industrial/Organizational Psychology from Purdue University in 1996. I am a certified executive coach, accredited by the International Coaching Federation. I am a member of the American Psychological Association (APA) and the Society for Industrial/Organizational Psychology (SIOP).



Executive Excellence coaching programs are distinct from most others in three primary ways: (1) a rigorous and comprehensive discovery process, (2) the quality and transparency of dialogue between the coach and the leader's manager, and (3) an intentional focus on driving business results. I identify and establish measurable benchmarks of success that help clients determine the impact of their coaching investment.

The Executive Excellence Coaching Process



Executive Excellence Coaching Programs

Program Options	Purpose	Key Areas	Timeframe	Candidates
<p>Targeted Skills Coaching ❖ Enhancing Leadership</p> <p>\$10,000</p>	<p>Despite all of their achievements, high-potential leaders often have room to improve specific leadership skills that can enhance their overall business performance. Targeted Skills Coaching can help leaders develop specific skills required for organizational success.</p>	<p>Examples of targeted skills include communication, strategic vision, executive presence, developing talent in others, or managing change. By addressing specific leadership issues such as this, managers become far more effective in their roles and better equipped to drive results.</p>	<p>A fast-paced, four month program focused specifically on developing practical leadership skills.</p>	<p>Ideal for leaders at the manager through director levels who have opportunities to apply new skills.</p>
<p>Transition Coaching ❖ Rising to the Next Level</p> <p>\$14,000</p>	<p>New leaders need to start off on the right foot. Yet research shows that as many as 40% of all new executives fail within the first 18 months – at an organizational cost estimated to be 20 times the leader’s compensation. For executives making a critical turn in their leadership experience, Transition Coaching can help them achieve rapid business results.</p>	<p>Transitioning to a new job level is a critical opportunity for leaders to correctly assess the realities and priorities of their new role, build credibility and coalitions, and drive demonstrable business results. Rather than leaving a new leader’s success to chance, invest in this vital make-or-break time to get a new leader up to speed quickly and accelerate their impact on the business.</p>	<p>An intense and highly focused six-month engagement that enables organizations to receive a rapid return on their leadership investment.</p>	<p>Designed for internal and external new hires at the director through senior vice president levels.</p>
<p>High Performance Coaching ❖ Achieving Potential</p> <p>\$18,000</p>	<p>Despite strong abilities, many successful leaders often fail to improve, limiting the positive impact they could have on organizational results. Even when they appear to have what it takes to propel their organizations to greater results, a variety of complex leadership challenges can get in the way to achieving ultimate success.</p>	<p>High Performance Coaching can help leaders gain enhanced self-awareness about their impact, become more attuned to organizational needs, understand their strengths and areas for development, create a clear and effective action plan, and drive better business results. The outcome is an obvious business win for all.</p>	<p>A challenging nine-month program for high-potential leaders that accelerates their readiness to build better individual, team, and organizational performance.</p>	<p>Most appropriate for leaders at the senior director, vice president, and executive suite levels.</p>



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